

A large, semi-transparent yellow graphic on a white background. It depicts a globe with a row of stylized trees growing along its top edge, symbolizing sustainability and environmental stewardship.

# **SUSTAINABLE DEVELOPMENT**

## CHARTER



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## TABLE OF CONTENTS

	4
	ALL COMMITTED
5	
PREAMBLE	
	6
	OUR VISION
7	
OUR PRIORITY COMMITMENTS	
	9
	IMPLEMENTATION AND MONITORING

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## ALL COMMITTED

For nearly a century, AGL has grown by adapting to a constantly evolving world, becoming a major player in transport and logistics in Africa. This success is built on the commitment of women and men who, everyday, embody our values, build strong relationships with clients and partners, and contribute to the Group's reputation for excellence.

Today, in the face of profound environmental, social and societal transformations, we have a responsibility to fully embed sustainability at the core of our actions. Our ambition is clear, we aim to support the transformation of the African continent by building a more responsible logistics model that respects territories, communities and future generations.

**The Sustainable Development Charter** presented by AGL expresses our collective commitment to continuous improvement, to acting with integrity, and to responding to the growing expectations of our stakeholders. It is founded on strong principles, namely vigilance, transparency and continuous improvement, which already underpin our commitments in the areas of ethics, compliance, human rights and diversity.

Compliance with the commitments set out in this Charter concerns us all, including employees, managers, partners and service providers. Both individually and collectively, we are responsible for bringing these principles to life on a daily basis, contributing to the reduction of our impacts, promoting inclusive and responsible trade, and placing health, safety and people at the forefront of our priorities.

As an AGL employee, you are invited to uphold these commitments, to act with exemplary conduct in each of your assignments, and to serve, wherever we operate, as an ambassador for sustainable, innovative and responsible logistics.

We are all custodians of AGL's future and of the value we create for the territories and the populations we serve.



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## PREAMBLE

**Africa Global Logistics (AGL)**, a major player in transport and logistics in Africa, reaffirms its commitment to contributing sustainably to the development of the continent and to the progress of the territories in which it operates. In a complex business environment marked by profound transformations and growing stakeholder expectations, AGL is determined to respond responsibly to the **ethical, social, societal and environmental** challenges that determine the long-term sustainability of its activities.

AGL is convinced that **Corporate Social Responsibility (CSR)** represents a key strategic lever to:

- > **Meet** the expectations of its customers and investors;
- > **Strengthen** the trust of all its stakeholders;
- > **Enhance** the sense of pride and engagement of its employees;
- > **Ensure** the sustainability of its operations and its business model.

By adopting this Sustainable Development Charter, AGL establishes a shared reference framework bringing together its commitments, based on the principles of **the International Bill of Human Rights**, the **United Nations Guiding Principles**, the **OECD recommendations, ILO conventions**, the **UN Global Compact**, and the **Sustainable Development Goals (SDGs)**.

These commitments are embedded in a process of **due diligence** and continuous improvement, shared across all business lines, subsidiaries and partners.

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## OUR VISION



Our vision of sustainable development is based on the conviction that AGL’s activities must contribute to **inclusive, responsible** and **resilient** development, grounded in the creation of shared value for territories, communities and all our stakeholders. As a major player in transport and logistics in Africa, we embed this ambition at the very heart of our strategy.

This vision requires the integration of **environmental, social, societal, ethical** and **climate-related** issues into all our decisions. It is underpinned by a culture of vigilance, aimed at identifying and preventing environmental, climate, cyber, social and compliance risks that could affect our activities or our stakeholders.

It is also supported by robust governance, based on **integrity, transparency** and respect for international standards, guiding the implementation of our ambitions into operational policies adapted to local realities.

Our vision places **dialogue with our stakeholders** at its core, through attentive listening to their expectations and transparent communication, notably via **our CSR report** and our extra-financial disclosures.

Through this vision, AGL affirms its determination to sustainably support the transformation of the African continent and to contribute to a more responsible, innovative and inclusive logistics model.

## OUR PRIORITY COMMITMENTS

### 1. Enabling logistics decarbonization and protecting our blue planet



We commit to:

- > Contributing to the **energy transition** by developing **low carbon solutions**;
- > Promoting the **responsible use** of resources;
- > Regularly measuring our **environmental impacts**;
- > Developing **innovative** and environmentally friendly **logistics solutions**;
- > Preventing pollution **risks** and industrial accidents;
- > Protecting and restoring **biodiversity**.
- > Strengthening the climate **resilience** of our infrastructure;
- > Integrating **climate risks** into our decision-making processes;
- > Cooperating with our **stakeholders** and contributing with full transparency to external audits.

## 2. Fostering inclusive trade



We commit to:

- > Strengthening our responsible procurement policy, in line with our **Responsible Purchasing Charter**, our **Human Rights Charter** and our **Code of Conduct**;
- > Placing **compliance, integrity** and the **fight against corruption** at the heart of our activities;
- > Ensuring enhanced due diligence with regard to **human rights**, the **environment** and **safety**,
- > Supporting the economic and social development of territories and contributing to **logistics connectivity**;
- > Encouraging **sustainable innovation** and **responsible digitalisation**;
- > Developing ongoing and structured dialogue with our **stakeholders**.

## 3. Addressing social challenges



We commit to:

- > Developing a strong culture of **health, safety** and **well-being** at work;
- > Supporting professional development, training and **social dialogue**;
- > Promoting diversity, equal opportunities and inclusion, in line with our **Diversity and Inclusion Charter**;
- > Ensuring respect for **human rights** throughout our entire value chain;
- > Developing an attractive **employer brand** that fosters professional fulfilment and engagement.

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## IMPLEMENTATION AND MONITORING

To translate these commitments into actions, each AGL Group entity must deploy an **operational roadmap** tailored to its local and regulatory context, its business activities, and its specific challenges.

This roadmap must include:

- > Continuous improvement of the **energy** and **environmental performance** of our sites and equipment;
- > The development of low carbon logistics solutions, consideration of **the sustainable use of resources** such as water, electricity and materials, and **responsible waste management**, including reduction, reuse, and recycling;
- > The implementation of control, audit and prevention mechanisms to mitigate environmental and industrial risks;
- > The deployment of **responsible procurement practices** and the integration of CSR criteria into supplier selection and evaluation processes;
- > The strengthening of **training and awareness programs for employees** on CSR and climate related issues;
- > The implementation of **societal engagement** programs, in close connection with local communities;
- > Continuous improvement of **governance, ethics** and **compliance** practices.

The monitoring of this roadmap is based on **clear monitoring and performance indicators**, as well as **regular reporting**, enabling the measurement of the effectiveness and impact of our actions, the identification of areas for improvement, and the assurance of continuous improvement

Through this Charter, AGL reaffirms its determination to fully integrate **sustainability** at the heart of its business model, its decision-making processes and its operations. It commits all its employees, partners, and stakeholders to contributing to **responsible, inclusive, and resilient** development, in the service of territories and the populations they support.

Guided by a strong commitment to **integrity, transparency and vigilance**, AGL intends to continue its journey towards sustainable and innovative logistics that drive progress for all.





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